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Faculty Senate

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EASTERN ILLINOIS UNIVERSITY

FACULTY SENATE

Minutes of 8 November, 1967

MEMBERS PRESENT: Bouknight, Crane, Fagan, Ferguson, Hieronymus, Holley, Miess, Penn, Price, Rommel, Catherine Smith, Spaniol, Trank, Kline.

MEMBERS ABSENT: Bloss

The minutes of 1 November were approved as published.

It was noted that Mr. Bloss was attending the meeting of the ad hoc State Code of Ethics Committee at the time of the Senate meeting.

REPORTS:

- A. Nominations and Elections Committee, Mr. Spaniol: All faculty members who have been requested to serve as members and alternates of the Faculty Library Advisory Committee have accepted graciously, and Dr. Szerenyi will be notified of their appointment. Members of the committee are as follows:

College of Letters and Science (Five Members)

English and Philosophy -- Marie Tyser, Frank Taylor, Alt.

History, Geography and Sociology -- Robert Hennings, Walter McDonald, Alt.

Economics, Political Science and Psychology -- Margaret Soderberg, Janet Hooks, Alt.

Life Sciences, Physical Sciences and Mathematics -- Wm. Keppler, George Cunningham, Alt., Delmar Crabill, Alt.

Art, Theatre Arts, Foreign Language, Speech and Speech Correction --

H. Logan Cobb, Beryl McClerren, Alt., Bill Heyduck, Alt.

School of Music -- Robert Weidner, J. D. Johnson, Alt., John Maharg, Alt.

School of Business -- Wm. Green, James Moore, Alt.

Faculty for Professional Education and School of Elementary and Junior High

School Teaching -- Harry Larson, Donald Rogers, Alt., Clifton Foster, Alt.

School of Health and Physical Education, School of Home Economics and School of Industrial Arts and Technology -- Gilbert Wilson, Marise Daves, Alt., Clifford Strandberg, Alt.

- B. Joint Faculty Policy Committee, Mr. Trank: The Committee met November 7 with the Council of Presidents. Four major items were considered. (1) Terminal leave for certain administrators: consensus was that the group favored implementation of the leave. No vote was taken. (2) Establishment of Faculty Affairs Committee: this committee would function in areas where lines and levels of interest cross. (3) Academic Staff Educational Benefit Policy (This appears in the Faculty Manual incompletely on page 10.): it was noted that the last item in section which concerns participation in departmental matters while taking a course in one's own department was somewhat petty, and although no vote was taken, general objection was voiced. It was further noted that only fifteen of the first thirty hours may be earned at the employing university. (4) Revision of By-Laws, Governing Policies and Practices of the Board of Governors: the revision,

especially of the material on page 14 and following, will emphasize clarity, better organization and revision of objectionable sections.

Discussion of the last point in Senate pointed to concern for a gradual erosion of democratic governing policies and practices from the first by-laws issued to the present ones, and the need for careful reading of their manual. The Senate agreed to ask for the help of concerned faculty members in looking over the document. The revision will be considered by the J. F. P. C. on December 5.

This discussion led to discussion of the recently issued Faculty Manual at Eastern. The importance of the manual and its accuracy and the reality it projects especially in the securing of new faculty members was noted. The matter of faculty load was specifically discussed. Consensus was that the matter should be placed on the agenda. It was further pointed out that the implementation of load relates to budget and that the Senate should consider budget this month.

- C. Ad hoc Committee on Faculty Status, Mr. Penn: Some small additions to the original report were suggested by the committee. It was moved (Spaniol) and seconded (Crane) that the report be tabled until next week for consideration. The motion was defeated. Discussion continued. It was moved (Penn) and seconded (Miess) that the report of the Ad hoc Committee on Faculty Status be published in the minutes so that it could be considered prior to discussion of the question at the Senate meeting on November 15. Motion carried. (Committee report is attached to these minutes.)

COMMUNICATIONS:

- A. From President Doudna, three communications relating to action taken by the Council of Instructional Officers on October 26 (see Senate minutes of 1 November, Reports, paragraph A), and requesting Senate views on these matters.
- B. From President Doudna, a memorandum giving information relating to faculty status. A committee from the Council of Presidents is considering the feasibility of giving administrative faculty members tenure in a pool of administrators rather than in a department. Further being considered is the extent to which it is feasible for administrators to hold rank in a teaching faculty, noting that some positions clearly outside the instructional function should not require faculty appointments.
- C. From President Doudna, a copy of a letter to Captain R. R. Thrasher of the U. S. Marine Corps, advising him that decision had been taken that the commissioning ceremony would not be a part of Commencement exercises in the summer.
- D. From Dr. Giffin, Secretary to the Council of Instructional Officers, pointing out that the Council's name was incorrectly indicated even in the corrected minutes on October 25.
- E. From eleven members of the Women's Physical Education Department, a memorandum requesting that the Senate discuss again faculty priority in parking lots

near classroom buildings.

- F. From Dr. Thut, a memorandum concerning the encouragement of smoking by the installing of ashtrays in the halls of University buildings at the same time as the report on smoking and lung cancer was made public last year, thus valuing clean buildings over a clean atmosphere. He enclosed copies of an article for distribution to Senate members.
- G. From Dr. McKelvey, a letter acknowledging the Senate stand on continuing the separation between the Joint Faculty Policy Committee and the Joint Faculty Salary Committee. He stated that there was some need for liaison between the two committees and between them and the Council of Presidents, and that there will be further discussion before a decision is taken.

OLD BUSINESS:

- A. Distinguished Faculty Award. General reaction was favorable although there was some discussion of inherent difficulties. It was moved (Spaniol) and seconded (Smith) that the Senate indicate to President Doudna that it favors the acceptance of the award and further that the Senate offers to sit up machinery for implementation. Vote was by show of hands: yes - 13, no - 1.
- B. Actions of Council of Instructional Officers. It was moved (Ferguson) and seconded (Fagan) that the Senate support the decisions taken by the Council of Instructional Officers on October 26 regarding examinations for seniors, wait for instructors, alteration of the official class schedule and the effect of class attendance on grading. Motion passed by voice vote.
- C. University Parking. It was moved (Spaniol) and seconded (Ferguson) that the communication from the members of the Women's Physical Education Department be forwarded to the Traffic and Safety Board. Motion was passed by voice vote. It was moved (Smith) and seconded (Rommel) that the communication also be sent to the Council of Administrative Officers. Motion passed by voice vote. It was further pointed out that one problem not noted in previous discussion was the inability to control parking by people from outside the University in spaced in the reserved areas.
- D. Secretary to the Faculty. In reading constitutions of other faculty senates, Senate members have found that many other universities have a staff position where a faculty member is partially or fully relieved of teaching duties so that he may be responsible for archives and minutes of faculty councils and generally be concerned with faculty matters. Senate members noted instances in which we have needed such a position, as when we take action on a matter previously acted upon, but unknown to us because of the turnover of personnel. Further discussion indicated a concern for the nature of the position. It was moved (Spaniol) and seconded (Ferguson) that we forward a request to President Doudna that a faculty member be given a half-time teaching load and be assigned the position of Secretary to the Faculty to perform duties to be specified by the Faculty Senate. It was moved (Rommel) and seconded (Trank) that the motion

be amended to state . . . that a faculty member be assigned the position of Secretary to the Faculty to perform duties to be specified by the Faculty Senate and that the teaching load of the Secretary to the Faculty should be not more than one-half time during the contract period. The amendment to the motion was voted on by show of hands: yes - 11, no - 2, present - 1. The vote on the motion was yes - 11, no - 2, present - 1.

E. Library Faculty Advisory Committee. It was moved (Spaniol) and seconded (Kline) that initially there should be three terms of office -- three members for one-year terms, three members for two-year terms, and three members for three-year terms -- and that at the first organizational meeting that members of the committee determine terms of office by lot and elect a chairman; further that all subsequent terms of office be for three years. Motion was passed by voice vote.

F. Representation on major committees. A communication of last spring from the AAUP was read. It contained resolutions recommending that the Personnel Committee contain representation from department heads and administration, from tenured faculty engaged in full-time teaching and from non-tenured faculty engaged in full-time teaching, and further recommending that non-tenured faculty be given representation and the right to stand for election to major all-university committees. Discussion related to the need for representation of the non-tenured faculty, the turnover of personnel in the first few years of residence, and to difficulties relating to action by non-tenured faculty members. No action was taken.

It was noted that committees designated as major by the Senate at an earlier time were the Council on Academic Affairs, the Council on Teacher Education, the Faculty Senate and the Personnel Committee. It was moved (Spaniol) and seconded (Fagan) that the Council on Graduate Studies and the Research Committee be named major committees and that major status be effected at the termination of individual memberships; further, that vote on this motion be taken at the next meeting. Discussion concerned the rule that individuals may not serve on more than one major committee and that the Senate would lose contact with some committees. It was further noted that a Senate Committee is considering committee structure at present.

Adjournment was at 9:50. The next Faculty Senate meeting will be held on 15 November at 8 a.m. in Blair 207.

-more-

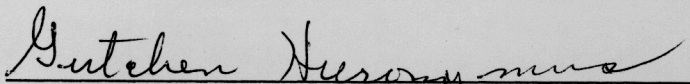
CALENDAR

January	Homecoming nominations
February	Welfare
March	Committee nominations
April	Elections
May	Buildings and grounds
June	-----
July	-----
August	-----
September	University calendar
October	Welfare
November	Budget
December	-----

AGENDA

1. Definition of faculty status
2. Representation on major committees
3. Scheduling of rooms on campus
4. Constitution for the Senate
5. University Committee structure
6. Year Round Contract
7. University Parking
8. Faculty Manual
9. Evaluation of Department Heads,
Deans, and Directors

Respectfully submitted,


Gretchen Hieronymus, Secretary

EASTERN ILLINOIS UNIVERSITY
Charleston, Illinois

To: Dalias Price, Chairman
Faculty Senate

From: Ad Hoc Committee on Faculty Status

Subject: Proposals to Clarify Faculty Status

The members of this Committee believe that the question of faculty status is primarily a question that concerns the distinction between faculty members and non-faculty members, and the significance of this distinction for determining eligibility requirements for faculty committees through which faculty members participate in the formulation of University policies.

We believe that the question of the distinction between faculty members and non-faculty members can be clarified by appeal to the materials pertaining to faculty members presented in By-Laws, Governing Policies, and Practices of the BOARD OF GOVERNORS OF STATE COLLEGES AND UNIVERSITIES (September, 1966) and in the Administrative Manual, Eastern Illinois University.

In our judgment, it is the intent of the Board of Governors that faculty members constitute a class of persons whose characteristic function is clearly distinguishable from other classes within the University complex, i.e., students, civil servants, and administrators. In our opinion, the numerous passages in the By-Laws that refer to "faculty," "academic staff," "teacher," and "teaching faculty" all refer to the same class of persons: namely, faculty members (see Enclosure A for citation of references to relevant passages). Similarly, we believe that references to "faculty," "the faculty at large," and "teaching personnel" in the Administrative Manual refer, also, to faculty members. Note, for example, the reference to "teaching personnel" as distinguished from "administrative personnel" in the description of the functions of the Personnel Committee (pages 34-36); and the need for cooperation between administration and faculty in the process of establishing policies is cited in the Introduction (pages 3-4).

In keeping with our interpretation of the By-Laws and the Administrative Manual, we believe that a faculty member should be defined as a member of the University community whose principal function is teaching and/or research and who may also have an additional function as a Department Head or a Department Chairman.

In the light of our proposed definition, faculty members can be clearly distinguished from non-faculty members in terms of a significant difference in principal function, and only faculty members would be eligible for election to faculty committees.

Furthermore, the difference in principal function provides a sound basis for clarifying the meaning of "faculty status" in relation to "faculty member." As we see it, "faculty status" and "faculty member" are not synonymous terms. "Faculty status" refers to a potential or reserve status that may be actualized when and if a person who has such status actively engages in teaching and/or research as a principal function.

We recognize that it is not unusual for many administrators and perhaps even some civil servants to be assigned faculty status as a means of political protection or in recognition of the academic qualifications of administrative personnel with reference to possible re-assignment as a faculty member at or before the time of retirement from administration as a principal function. We see no particular objection to this practice if the persons to whom such status is assigned have appropriate qualifications and if it is clearly understood that such status per se does not entitle the holder to the various rights and privileges (e.g., tenure, academic freedom, and election to faculty committees) of persons who are faculty members.

We are led to conclude, therefore, that persons who have faculty status and whose principal function is not teaching and/or research are not eligible for election to faculty committees.

In order to implement the distinctions presented above and to ensure the kind of cooperation between the administration and the faculty that is provided for in the By-Laws and in the Administrative Manual, the Committee presents the following proposals for consideration by the Faculty Senate.

Recommendations

1. Proposed Changes in the Administrative Manual

In view of the fact that no constitution or By-Laws were drawn up and adopted by the Faculty Senate (Administrative Manual, page 30) and, since the Faculty Senate conducts nominations and elections for faculty committees, we propose that the following items be added to the Administrative Manual:

a. Consultation Between Administration and Faculty, Item 1; page 4.

Add two sentences following Item 1:

"As distinguished from administrative officers, faculty members are members of the University community whose principal function is teaching and/or research and who may also have an additional function as a Department Head or a Department Chairman. In this Manual, references to 'faculty,' 'the faculty at large,' and 'teaching personnel' are understood to refer to faculty members."

b. Selecting Faculty Committees, Item I, A, 1; page 30.

Add one new item following Item I, A, 1 and renumber existing Items I, A, 2 and 3 accordingly:

"2. The only persons who are eligible for election to these committees are faculty members, i.e., members of the University community whose principal function is teaching and/or research and who may also have an additional function as a Department Head or a Department Chairman."

1. Proposed Changes in the Administrative Manual (cont.)

c. Duties of the Elections and Nominations Committee of the Faculty Senate, Item II, B, 2, d; page 33.

1) Add the following sentence to Item d:

"The faculty list shall include the name, assignment, and tenure status of all eligible faculty members."

2) Add the following new item as Item e:

"e. To adjudicate, with the approval of the Faculty Senate, all questions pertaining to eligibility for election to faculty committees."

2. Effective Date of the Proposed Changes in the Administrative Manual

The Committee recommends that these changes be incorporated in the Administrative Manual as soon as possible.

Respectfully submitted,

Stuart L. Penn, Chairman

Judd Kline

Richard Bloss

ENCLOSURE A

Passages in the By-Laws, Board of Governors, Pertaining to Faculty Members.

1. Appointment, Promotion, and Removal of Members of the Academic Staff: Part V, Items 5, a, b, c; 6; and 7; pp 18-19.
2. Personal and Professional Rights of Faculty Members (Academic Freedom and Tenure): Part VI, Items 1, 2, and 3; pp. 19-23.
3. Executive Assistants and Academic Rank: p.23.
4. Sabbatical Leave for Faculty Members: Part VI, Item 5; pp. 24-25.
5. Retirement Age for Principal Administrative Officers and Re-Assignment to Teaching Staff: Part VI, Item 6; p. 25.
6. Standard of Conduct for Faculty Members: Part VI, Item 7; p. 25.
7. Cooperation Between Administrative Officers and Faculty Members: Part VI, Item 8; pp. 25-26.
8. Function of Faculty Organizations: Part VI, Item 9 (a-f) and following paragraph; p. 26.
9. Faculty Agent at Board Meetings: Part VI, Item 10; p. 26.
10. Advice to Board from Presidents and Faculty Concerning Basic Policies: Part VI, Item 11; p. 27.
11. President's Report to the Board
 - a. Salaries and Conditions of Advancement: Item II, pp. 29-34.
 - b.. Faculty Employment and Leave: Item III, pp. 35-38.
12. Non-Academic Employees (Civil Service Positions): Item X, p. 42.